

**MINUTES**  
**PERSONNEL COMMITTEE**

Tuesday, August 9, 2016  
City Hall, Room 207  
4:30 p.m.

Members Present: Ald. Steuer, Ald. Moore, Ald. Sladek, Ald. DeWane

Others Present: Director Boland, Director Grenier, Director Foeller, Asst. City Attorney Faulds, Atty. Cermele, Manager Jensen and others

1. Roll call.
2. Adoption of the Agenda.

A motion to adopt the agenda was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried unanimously.

3. Approval of the minutes from the July 12, 2016 meeting.

A motion to approve the minutes from the July 12, 2016 meeting was made by Ald. Sladek seconded by Ald. Moore. Motion carried unanimously.

4. Consideration with possible action on request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.
  - a. Building Custodian – Public Works
  - b. Bridgetender – Public Works
  - c. Senior Humane Animal Control Officer – Police
  - d. Document Center Lead – Administrative Services

A motion to approve 4a - d was made by Ald. DeWane and seconded by Ald. Moore. Motion carried unanimously.

5. Consideration with possible action on request to provide additional information regarding the Health 1265 program.

- a. Review of bargaining strategies regarding the Health 1265 program

A motion to convene in closed session was made by Ald. Moore and seconded by Ald. Sladek. Ald. Moore read the closed session language. Motion carried unanimously.

Reporting out of closed session a motion to move forward as discussed in closed session was made by Ald. DeWane and seconded by Ald. Moore. Motion carried unanimously.

b. Alternate opportunities

Director Boland reported in addition to the Mayor's walk on Tuesdays, a walk has been added during the lunch hour on Thursdays. The Mayor joined the last two or three of these walks and a few of the council members have also been willing to lead these walks. The Thursday walks have been taking place at the Public Works West Side Garage, but will be moving to the East Side Garage in the upcoming weeks.

A motion to open the floor to interested parties was made by Ald. DeWane and seconded by Ald. Moore. Motion carried unanimously.

No interested parties came forward to address the committee.

A motion to return to the regular order of business was made by Ald. DeWane and seconded by Ald. Moore. Motion carried unanimously.

A motion to receive and place on file 5b was made by Ald. DeWane and Ald. Moore. Motion carried unanimously.

6. Consideration with possible action on review of K9 Recertification Training grievance.

Director Boland stated this grievance has been appealed to the Personnel Committee. Written positions from both parties were included in the packet. Atty. Cermele represents the police union and Asst. City Attorney Faulds represents the City. In the past each party presented a brief summary of their position and then the committee can convene in closed session for deliberation. Judith Lehman, Attorney from the City of De Pere will assist the committee with any questions in closed session.

Attorney John Cermele presented the Green Bay Professional Police Association's (GBPPA) position and requests the committee uphold the grievance and the canine officers who were improperly ordered to adjust their workweek for recertification training in November 2015 be made whole.

Atty. Faulds presented the City's position and requests the committee deny the grievance and rule in favor of the City that the City was permitted to adjust the canine officers work schedules for recertification training.

A motion to convene in closed session for the purpose of deliberation was made by Ald. Sladek and the closed session language read. Motion seconded by Ald. Moore. Motion carried unanimously.

Reporting out of closed session a motion to sustain the grievance consistent with the Human Resources Director response was made by Ald. Sladek and seconded by Ald. Moore.

Ald. DeWane disagrees with sustaining the grievance and feels it would be bad judgement for the City of Green Bay to act upon this right now. He thinks past practice is the case here. The City has an opportunity with the new chief and he has all the confidence in the world in Chief Smith. There is already a difference in the entire police department on how things are going. If some kind of change is needed Ald. DeWane is confident Chief Smith can work it out. In the past the police department used to have grievance after grievance. That's not the case anymore. The department is working together as a unit more than ever and if we did support the grievance, doesn't believe it would cause there to be more grievances. Ald. DeWane feels past practices do come in play here and won't support the motion at this point.

2-2 vote. Ald. DeWane and Ald. Steuer voted no.

7. Consideration with possible action on request to award a 3 year contract for the City's Employee Assistance Program (EAP) to ERC for \$27,571 per year (\$82,713 total for 3 years) for an annual savings of \$1,960.95 per year or \$5,881.85 over the term of the contract. The contract begins January 1, 2017 and expires December 31, 2019.

Purchasing Manager Jensen stated the current contract with the Employee Resource Center (ERC) expires at the end of 2016. Brown County conducted a RFP and made an award to ERC last year which included piggyback language. The recommendation is to piggyback off Brown County's contract at rate that is lower than the current rate for the next three years.

A motion to approve the request as presented was made by Ald. DeWane and seconded by Ald. Moore.

Ald. Sladek inquired about the RFP process conducted by Brown County. Manager Jensen provided the committee with the results of that RFP evaluation process.

Motion carried unanimously.

8. Consideration with possible action on request to approve the collective bargaining agreement between the City of Green Bay and Green Bay Police Supervisory Personnel for a 4-year term, January 1, 2016 through December 31, 2019.

A motion to approve the collective bargaining agreement between the City of Green Bay and Green Bay Police Supervisory Personnel for a 4-year term, January 1, 2016 through December 31, 2019 was made by Ald. DeWane and seconded by Ald. Moore. Motion carried unanimously.

9. Consideration with possible action on report of Routine Personnel Actions for regular employees.

A motion to receive and place on file the report of routine personnel actions was made by Ald. Sladek and seconded by Ald. Moore. Motion carried unanimously.

There being no further business, a motion was made by Ald. Sladek and seconded by Ald. DeWane to adjourn at 6:00 p.m. Motion carried unanimously.

Respectfully submitted,  
Peggy Barden  
Recording Secretary